

Selection Process

The process may include a panel interview and other related test components. Successful completion of a background investigation, credit check, polygraph exam and medical evaluation are required for this position. Only those candidates who have the best combination of qualifications in relation to the requirements and duties of the position will continue in the selection process. Meeting the minimum qualifications does not guarantee an invitation to participate in the process.

THE CITY OF FREMONT IS AN EQUAL OPPORTUNITY EMPLOYER

REASONABLE ACCOMMODATION

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs in advance of the selection process by calling (510) 494-4660.

The information contained herein is subject to change and does not constitute either an expressed or implied contract.



Tentative Recruitment Schedule

First Review of Applications - March 17, 2014
Oral Board Interviews - April 2014
Background Investigation - April 2014
Executive Panel Interview - May 2014
Medical Exam - May 2014
Start Date - May 2014



Contact the City

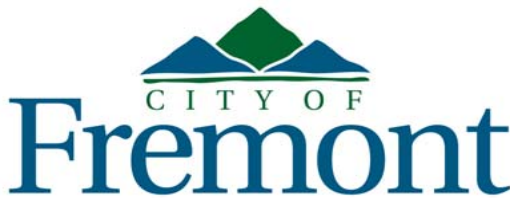
Phone: (510) 494-4660
Website: www.fremont.gov/employment

Human Resources Department
City of Fremont
3300 Capitol Avenue, Building B
Fremont, CA 94538

Connect with Us:   

14POL01

Posted: 02/05/14



Invites Your
Interest In The
Position Of

Forensics Specialist II

Increased annual salary range \$71,073 - \$86,390



Are you interested in working with state-of-the-art equipment and cutting edge technology to make a positive impact in the community? Do you enjoy the challenge of being a vital member of a dynamic team, well trained team? Are you ready for the opportunity to broaden your skills, and grow your career? Then, the Forensics Specialist II position is for you!

First Review of Applications: March 17, 2014
Interested candidates are encouraged to apply immediately.

YOUR FUTURE IS IN FREMONT

Fremont PD offers a unique work environment that empowers each and every employee to reach their highest potential. - Officer Lindsay Snyder

The Department truly values its employees... - Detective Bryce Loughery

Fremont, a City on the Move!

Recently ranked second on the “Best Run Cities in America” list by *24/7 Wall St.* and America’s third “Sharpest, Smartest City” by *Reader’s Digest*, the City of Fremont is a City continuing to move forward! Located in the heart of the Bay Area and Silicon Valley, this strategically urban city prides itself on innovation, green technology, a low crime rate, great schools, a low unemployment rate, and an incredibly diverse population of over 220,000 residents.

As a full service City, Fremont employs over 830 regular employees and has an annual operating budget of \$149.8 million dollars. Fremont is an employer that values its people, creativity, quality service, integrity, open communication, mutual respect, and diversity. City of Fremont employees find their work challenging, and most importantly, enjoy the chance to make a difference through public service.

An Exciting Opportunity

As an integral member of the Forensics Unit, the Forensics Specialist II is a journey level position that performs a variety of tasks in recognizing, processing, recovering, documenting and identifying physical evidence. The incumbent conducts numerous laboratory tests, interprets results, prepares necessary notes, reports and exhibits, and testifies in court as an expert witness.

The successful candidate will have an opportunity to acquire additional, higher-level responsibilities and will play a key role in the succession planning strategy of the Unit.

Examples of Duties

- ◆ Develop and recover latent friction ridge prints, based on scientifically accepted sequential processing techniques
- ◆ Independently examine evidence and draw scientific conclusions
- ◆ Conduct major crime scene investigations to recover, document, and collect all relevant physical and biological evidence, e.g. latent prints, DNA, tool marks, footprints, firearms, impression casts
- ◆ Prepare and utilize a variety of potentially hazardous chemicals to process physical evidence
- ◆ Participate in the development and validation of new methods and/or instrumentation
- ◆ Operate, calibrate, troubleshoot and perform minor repairs and preventive maintenance on laboratory equipment and analytical instruments
- ◆ Prepare investigative reports
- ◆ Preserve and document all recovered evidence for further testing and analysis
- ◆ Use scientific methods to examine, compare and evaluate/identify latent finger, palm and foot impressions
- ◆ Conduct scientific verification procedures on identifications made by other Forensic Specialists
- ◆ Conduct technical and/or administrative reviews on scientific reports written by other colleagues
- ◆ Prepare exhibits and appear in court as an expert witness to testify regarding laboratory examination of evidence, print identification and crime scene investigation
- ◆ Other duties as assigned

Education and Experience

Any combination of education and/or experience which has provided the knowledge, skills and abilities for satisfactory job performance would be qualifying. A typical way to obtain the required knowledge, skills and abilities would be: A Bachelor’s degree in forensic science, criminalistics, natural sciences, or a closely related field, and three year’s experience performing friction ridge analysis, identification, and crime scene investigation in a local, county, state, and/or federal forensics laboratory or similar setting.

Ideal Candidate

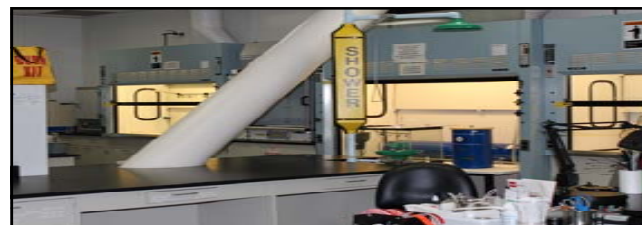
The City is searching for a self-motivated individual who has exceptional analytical and investigative skills. The successful candidate must be skilled in the operation of photography, laboratory, computer and fingerprint analysis equipment. In addition, the incumbent must exemplify the utmost integrity on duty and off.

Licenses/Certificates/Special Requirements

Possession or proof of application to obtain an International Association for Identification (I.A.I) certificate as a Certified Latent Print Examiner is required at time of appointment. Possession of additional I.A.I. certifications is highly desirable.

A valid Class C California Driver’s License is required at time of appointment.

The position may be required to work outside of normal business hours.



Compensation and Benefits

The increased annual salary is \$71,073 - \$86,390 depending on qualifications. Current benefit features include:

Cal PERS Retirement Benefit*

- ◆ Classic Employees - 2% @ 60 benefit, 3 year final average compensation.
- ◆ New Employees - 2 % @ 62 benefit, 3 year final average compensation.
- ◆ Required PERS contributions vary by plan. All required contributions are tax deferred.
- ◆ Cafeteria Benefits Plan for employees/dependents includes \$1,592 monthly for medical, vision and dental plans; child care and medical expenses can be paid for with pre-tax dollars.

A complete benefits summary can be found at Fremont.gov or by using this link:

[Benefit Summary](#)

This position is represented by the Teamsters bargaining unit. The probationary period for this position is twelve (12) months.

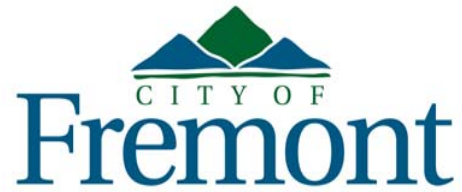
*Refer to CalPERS web site for complete definitions of Classic and New employees: www.calpers.ca.gov

Application Instructions

To be considered for this position, submit a **completed City application and resume:**

- ◆ Through our online application system at www.fremont.gov/apply

The first review of applications is **March 17, 2014**. Applications received after this date may not be considered and the recruitment may close without notice. Interested applicants are encouraged to apply immediately.



SUPPLEMENTAL QUESTIONNAIRE

GENERAL INFORMATION:

The completion of this Supplemental Questionnaire is required for your application to be considered for the Forensics Specialist II position and is an integral part of the examination process.

This Supplemental Questionnaire will be used to evaluate your work experience as it relates to the position of Forensics Specialist II.

All answers given in this Supplemental Questionnaire regarding work experience are subject to verification. Any misrepresentation of information will be justification for disqualification from the examination process in accordance with the provisions of the City of Fremont's Personnel Rules.

QUESTIONS:

1. How many years of professional experience do you have performing friction ridge analysis, identification, and crime scene investigation in a local, county, state, or federal forensics laboratory?
 - 0 years
 - 1 year
 - 2 years
 - 3 years
 - 4 years
 - 5 or more years
2. Do you possess, or are in the application process to obtain, an International Association for Identification (I.A.I) certificate as a Certified Latent Print Examiner?
 - Yes
 - No
3. Do you possess a Bachelor's degree in forensic science, criminalistics, natural sciences, or a closely related field?
 - Yes
 - No